



Audiometry Consultation Summary Report

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Project overview

The aim of this project is to review and update 2 audiometry qualifications - HLT47415 Certificate IV in Audiometry and HLT57415 Diploma of Audiometry to ensure they are aligned with current industry needs, scope of practice requirements, and safety and wellbeing outcomes for clients. The project aims to create clear and sustainable career pathways to support growth in the industry. The review of the qualifications is urgently needed to address several challenges including technological advancements, evolving professional standards, increasing demand for hearing services and a shortage of qualified professionals.

This work forms part of HumanAbility's broader strategy to ensure that training products remain relevant, high-quality, and aligned with the requirements of the industries we serve. The project contributes to strengthening training outcomes, improving job readiness, and addressing challenges related to workforce shortages and training delivery in the audiometry sector.

Development process

As part of the training product development process, an in-depth research and consultation process was undertaken to examine the current state of the audiometry industry and anticipate workforce changes expected over the next 5 years.

Extensive information-gathering activities have been undertaken to inform the development of draft units of competency, qualifications, and skill sets for upcoming national stakeholder consultations.

To inform this work, we engaged with stakeholders through a combination of activities:

- desktop research gathered publicly available information on job advertisements, job descriptions, industry standards, working conditions and employer recruitment selection criteria. The research identified key job requirements, emerging skill gaps, evolving responsibilities, and common organisational structures.
- Technical committee meetings to consult on training product content, for insight on communication and consultation strategies, and to provide technical knowledge on the skills and knowledge required to meet the vocational outcomes.
- One-on-one interviews to determine the skills required in organisations, potential career pathways for workers and the foreseeable changes in the sector. Interviews were conducted with small, medium and large employers. Discussions focused on:
 - the requirements of the job roles
 - how and where the different roles in audiometry intersect
 - identified skill shortages
 - gaps in current qualifications.
- a virtual functional analysis workshop with industry stakeholders to determine skill commonalities and differences, which assisted in determining core and elective components of the draft qualification.

The insights gathered from these activities provided a comprehensive analysis of the roles, key tasks, functions, and skills and knowledge required for audiometrists. The report outlined:

- the structure and functions of the audiology workforce
- the competencies and capabilities required to meet current and emerging industry needs
- opportunities to better align training products with real-world roles and expectations.

Audiometry project public consultation overview

Consultation activities occurred from Monday 5 November 2024 to Friday January 17, 2025, via online and face to face consultation workshops, online surveys and site visits held around Australia.

Consultation workshops and site visits were conducted in major metropolitan, regional and remote areas including Adelaide, Albury Wodonga, Alice Springs, Brisbane, Canberra, Darwin, Melbourne, Perth and Sydney.

All feedback received through these activities were logged in the consultation log and carefully analysed thematically. Consideration was given based on the volume, role and consistency of stakeholder support across the identified themes, the feasibility of the implementation, and whether the proposed actions would realistically achieve the desired outcomes and industry needs.

The public consultation log is available on the project page of the HumanAbility website and addresses the following key deliverables:

- qualification requirements
- units of competency requirements
- skill set requirements
- companion volume implementation guide (CVIG).

Online and face to face consultation workshops

Consultation workshops were held online and face to face around Australia, engaging multiple stakeholders in metropolitan, regional, and remote areas, ensuring diverse perspectives were captured throughout the engagement process.

A total of 42 stakeholders participated in the consultation workshops, comprising employers, RTOs, peak bodies, audiologists, audiometrists, government representatives, and individuals. This broad and balanced participation helped ensure that the consultation process reflected the needs and views of industry, education providers, and the wider community.

Workshops conducted around Australia – number of attendees

	NSW	QLD	TAS	VIC	WA	Total
Employers and employees (including Audiologists and Audiometrists)	4	5	1	5	3	
Unions						
Peak Bodies	2	1		1	1	
RTOs	2			2		
Government & Agencies (incl ITABs)	4	1			1	
Government RTO's	1	1				
Regulators						
Individuals	1			1	1	
Higher education sector		1		3		
F2F numbers	7	6		6	3	22
Online numbers	7	3	1	6	3	20
Total	14	9	1	12	6	42

Site visits

Five site visits were conducted to ensure stakeholder engagement was inclusive of those stakeholders in regional and remote areas that were not represented as members of the Technical Committee. These were originally planned as consultation workshops; however, due to limited stakeholder engagement in these locations, they were adapted to one-on-one site visits.

These visits allowed for direct engagement with employers in underrepresented regions, supporting the inclusion of different perspectives in the development process.

Site visits breakdown

State/Territory	Location	Number of participants	Stakeholder type
NT	Alice Springs	2	Employer: Large (200+ employees)
NT	Darwin	1	Higher Education
NSW / VIC	Albury Wodonga	2	Employer: Small (1-19 employees)
ACT	Canberra	1	Peak Industry Body
Total		6	

Survey participation

A stakeholder engagement survey was made available on the project webpage on the HumanAbility website throughout the consultation period providing those who were unable to attend workshops an alternative mechanism to provide feedback. A total of 5 responses were received during the consultation period.

Total number of participants engaged in survey responses

Type of Stakeholder	NSW	VIC	WA	Total
Self-employed practitioners			1	1
Higher education		1		1
Peak Bodies	1			1
Government RTO's	1			1
Government & Agencies (incl ITABs)	1			1
Total	3	1	1	5

Technical committee

A technical committee comprising of industry stakeholders was established to provide guidance throughout the development of the training products, including the qualification, units of competency, and skill sets.

The committee met 6 times throughout the project, with additional out-of-session emails and consultations conducted as the training product review progressed. These were necessary to finalise the proposed updates to the training products.

Technical Committee members

Organisation	Name	Role	Jurisdiction	Stakeholder Group	Date joined	Date left
The Australasian College of Audiology	Chedy Kalach	Director	National	RTO/Educational Expert	29 Aug 2024	
Australian College of Audiology (ACAud)	Bettina Turnbull	Director Audiology Knowledge Management & Education	National	Regulatory Body, Subject Matter Expert	2 Sept 2024	
Hearing Business Alliance	Jane MacDonald	Chief Executive Officer	National	Industry Association / Peak Body	5 Sept 2024	
Audika	Nimi Daya Naran	National Clinical Training Manager	National	Subject Matter Expert	4 Sept 2024	
Specsavers	Nick Taylor	Head of Professional Services & Product Audiology	National	Subject Matter Expert	2 Sept 2024	
TAFE NSW	Layalin (Lily) Ibrahim	Audiometry Teacher	NSW	RTO/Educational Expert	27 Nov 2024	

Broadway Audiology, TAFE NSW	Monica Summers	Audiologist, Audiometry Teacher	NSW	Educational Expert, Subject Matter Expert	28 Jan 2025	
Hearing Australia	Chelsea Scott	Clinical Leader	National	Subject Matter Expert	29 Jan 2025	
Independent Audiologists Australia	Heidi Modrovich	Vice President	National, TAS	Subject Matter Expert	29 Jan 2025	
University of Queensland	Wayne Wilson	Associate Professor in Audiology	QLD	Subject Matter Expert	30 Jan 2025	
Audiology Australia, Children's Health QLD Hospital and Health Service	Lia Traves	Board Member, Director Audiology	National, QLD	Subject Matter Expert	3 Feb 2025	
TAFE Digital	Michelle Pupo	Team Leader	NSW	RTO/Educational Expert	30 Aug 2024	25 Oct 2024

Technical Committee meeting dates and attendance

Name and Organisation	Jurisdiction	Attendance 11.09.2024	Attendance 22.10.2024	Attendance 13.02.2025	Attendance 25.02.2025	Attendance 04.03.2025	Attendance 05.03.2025
Chelsea Scott – Hearing Australia	National			1	1	1	1
Heidi Modrovich – Independent Audiologists Australia	National, TAS			1	1		
Wayne Wilson – University of Queensland	QLD			1	1	1	1
Lia Traves – Audiology Australia	National, QLD			1	1		1
Michelle Pupo – TAFE Digital (resigned from TC)	NSW	1		-	-	-	-
Chedy Kalach – ACOD/AuCA	National, NSW	1	1	1	1	1	1
Bettina Turnbull – ACAud inc HAASA	National		1	1	1	1	1
Nick Taylor - Specsavers	National	1		1	1		1
Nimi Naran - Audika	National	1		1			

Jane MacDonald – Hearing Business Alliance	National	1	1	1	1	1	
Layalin Ibrahim – TAFE NSW	NSW			1	1	1	1
Monica Summers – Broadway Audiology/TAFE NSW	NSW	1		1	1	1	1
	TOTAL	6	3	11	10	7	8

Validation

Due to delays in the project submission and stakeholder expectations for the adoption of the new 2025 training product templates, qualifications and the skill set were subsequently updated to align with the 2025 template requirements. Technical committee and Senior Responsible Officers (SROs) reviewed these training products and were supportive of the change. Following the recommendation from the Assurance Body regarding the decision to release the training products in the 2025 template, all training products were re-uploaded to the project website for validation against the updated 2025 training product templates and the qualification purpose to ensure the training products' accuracy, relevance and alignment with stakeholder expectations. A notification was sent to all parties subscribed for project updates, SROs and members of the Technical Committee inviting for their feedback.

Given that this is a niche sector with a small number of RTOs with the qualification on scope and a well-known group of stakeholders, a two-week validation period was considered sufficient. Accordingly, consultation was open over a two-week period, from 12 August to 26 August 2025. One stakeholder provided minor feedback regarding the positioning of the entry requirements in the skill set, which was addressed in line with 2025 skill set template. Another stakeholder provided lengthy feedback on training product content, though these matters were discussed previously with stakeholders and consensus had been reached. As a result, no further changes were made to training products.

A notification was sent to all Senior Responsible Officers (SROs) on 21 August informing them of the validation period and inviting for further feedback until the 26 August. As there were no further updates to the training products, Queensland, Western Australia and Victoria confirmed their support and advised that they had no further feedback. No responses were received from other jurisdictions, indicating their initial response remained final.

Decisions and consensus

All training products have been reviewed and updated based on a thorough analysis of feedback received throughout the consultation process from a wide range of stakeholder groups, including employers, training providers, audiometrists, audiologists, peak bodies, and subject matter experts. A detailed account of all the feedback received throughout the consultation process has been documented in consultation log, including stakeholder comments, key themes, and how these were considered in the review process.

Qualification

Consultation findings demonstrated a compelling need to update the qualification structure to ensure stronger alignment with contemporary industry practices. Feedback from employers, audiometry practitioners, and training providers consistently and strongly emphasised the vital need to strengthen technical skills and knowledge in the field of audiometry.

HLT47425 Certificate IV in Audiometry

Significant structural and content updates have been made to HLT47425 Certificate IV in Audiometry to enhance contemporary industry roles, improve workforce readiness, and strengthen alignment with audiometry-specific competencies. The qualification clearly reflects the role of workers who assist in conducting hearing assessments to identify potential hearing impairment and ear disorders. This includes hearing screeners, allied health assistants supporting audiometrists and audiologists, nurses and Aboriginal and Torres Strait Islander health workers.

The packaging rules have been changed. The total number of units required to achieve the qualification increased from 11 to 14. The core units have been increased from 8 to 10. Core units have been updated to deepen the focus on audiometry-specific technical knowledge and practical skills. Elective units have been increased from 3 to 4 to reinforce the priority placed on specialised audiometry competencies, while still allowing flexibility for learners to select non-audiometry units relevant to their employment context. Superseded units have been replaced with their current versions in core and elective groups.

The following units have been added to enhance technical depth and reflect current practice based on qualification scope:

HLTAUD013 Assist clients with management of hearing devices: To address a growing demand for practical, hands-on assistance with hearing aids and related technologies in both clinical and community settings. The unit has broad applicability across roles such as hearing screeners, allied health assistants, and Aboriginal health workers, particularly where clients require ongoing support and follow-up.

HLTAHA048 Provide allied health assistance in remote or isolated settings: To address the growing need for audiometry services in remote, rural, and isolated communities, where access to audiologists and audiometrists may be limited.

PSPLAN001 Converse in Auslan at a basic user level: To support culturally and linguistically responsive communication, especially with deaf and hard of hearing clients.

HLTAID011 Provide First Aid: The unit has been relocated from the core units to the elective bank to enable a more focused emphasis on audiometry-specific skills within the core.

HLTINF006 Apply basic principles and practices of infection prevention and control has been replaced with *BSBWHS332X Apply infection prevention and control procedures to own work activities*, which is more relevant to contemporary workplace health and safety standards. This change was proposed and endorsed by key members of the technical committee and subject matter experts.

Based on feedback from key stakeholders, including hearing health practitioners and representatives from peak bodies, *HLTAUD006 Remove Cerumen* has been removed from the Certificate IV in Audiometry and retained in the Diploma of Audiometry. This decision reflects the complexity of cerumen management, and the clinical risk associated with the procedure, which requires a higher level of knowledge and decision-making. Retaining this unit in the diploma ensures that the skill is only undertaken by practitioners with the

necessary theoretical understanding and practical competence, in line with industry standards and professional scope of practice requirements.

HLT57425 Diploma of Audiometry

As part of the training package update, *HLT57425 Diploma of Audiometry* has undergone a comprehensive review to better reflect current industry demands, evolving job roles, and stakeholder expectations. The changes aim to strengthen technical competence in audiometry while maintaining flexibility for diverse workplace contexts. Core units have been refined and restructured to prioritise essential audiometry knowledge and skills, such as hearing assessment, device fitting, client education, and hearing health care coordination.

The packaging rules have been changed. The total units reduced from 19 to 17. Core units have been updated to enhance the depth of audiometry-specific technical knowledge and practical skill development. Elective units reduced from 8 to 5, placing a stronger emphasis on specialised audiometry competencies to better reflect current industry requirements. Superseded units have been replaced with their current versions in core and elective groups.

The following units have been added to improve technical depth and reflect current practice based on qualification scope:

HLTAUD013 Assist clients with management of hearing devices: To provide advanced client education on the use, care, and maintenance of hearing devices. This also supports managing common technical and connectivity issues related to modern hearing technologies.

HLTADM008 Administer and coordinate telehealth services: To apply telehealth protocols and technologies relevant to audiometry and coordinate and facilitate remote consultations

PSPLAN001 Converse in Auslan at a basic user level: To support culturally and linguistically responsive communication, especially with Deaf and hard of hearing clients.

HLTAID011 Provide First Aid: The unit has been relocated from the core units to the elective bank to enable a more focused emphasis on audiometry-specific skills within the core.

HLTINF006 Apply basic principles and practices of infection prevention and control has been replaced with *BSBWHS332X Apply infection prevention and control procedures to own work activities*, which is more relevant to contemporary workplace health and safety standards.

HLTADM008 Administer and coordinate Telehealth services: Initially, a new unit specific to teleaudiology services was proposed to address the emerging need for audiometrists to support remote service delivery as part of the Diploma of Audiometry. As discussions advanced, key stakeholders, including industry experts, subject matter experts and members of the technical committee, expressed a preference against developing a highly specialised teleaudiology unit, noting that telehealth capabilities are broadly applicable across health professions and should not be siloed. Key stakeholders and technical committee members

recommended using the existing nationally recognised unit addressing telehealth skills such as *HLTADM008 Administer and coordinate Telehealth services*. In response to this feedback and to avoid duplication of units, *HLTADM008 Administer and coordinate Telehealth services* has been included in elective group A of the qualification, providing flexibility while still addressing the growing need for remote service delivery within audiometry practice.

Tinnitus Management: Initially, based on employer interviews and feedback from key stakeholders, a new standalone unit on tinnitus management was proposed to address increasing demand for skills in this area. However, as consultation progressed, audiologists raised concerns regarding potential misinterpretation and scope of practice issues, particularly around audiometrists managing tinnitus independently. Stakeholders, including hearing health professionals and peak body representatives, stressed the importance of acknowledging tinnitus as a relevant component of audiometry practice, while also upholding clear professional boundaries. In response, and following careful analysis of all feedback received, it was determined that tinnitus content would be more appropriately addressed within existing units. Accordingly, tinnitus awareness and foundational knowledge have been incorporated into the knowledge evidence of *HLTAUD007 Conduct basic audiometric testing* and *HLTAUD011 Develop and implement individual hearing rehabilitation programs*, ensuring the topic is covered in a clinically appropriate and contextually relevant manner.

Units of competency

Stakeholders, including hearing health professionals, peak body representatives, industry experts, subject matter specialists, and technical committee members, have consistently emphasised the urgent need to update and expand the content of the audiometry units to ensure alignment with current industry practices. This consistent feedback underscores the critical importance of ensuring the qualification remains current, relevant, and fully aligned with the evolving technologies and professional expectations shaping today's audiometry landscape.

Key stakeholders' feedback, from hearing health professionals, peak body representatives, industry experts, subject matter specialists, and technical committee members, confirmed the need to split the former unit *HLTAUD001 Assess hearing* into 2 separate units, *HLTAUD007 Conduct basic audiometric testing* and *HLTAUD008 Conduct audiometric testing* to allow for more targeted focus and applicability across different job roles. Industry experts feedback highlighted the need to distinguish between foundational hearing screening skills and comprehensive audiometric assessment tasks, ensuring that training and assessment are appropriately matched to workplace expectations. *HLTAUD007* focuses on basic audiometric screening relevant to primary and community health settings and is well suited for entry-level workers and support roles. *HLTAUD008* builds on this foundation and covers comprehensive testing procedures required in the role of audiometrist. In recognition of its relevance to frontline roles, *HLTAUD007* has also been included in the *HLTSS00088 Allied Health Assistance - Audiometry Skill Set*, further supporting structured workforce development and mobility in the audiometry sector.

In response to stakeholder feedback, including industry experts and subject matter experts, the unit *HLTAUD005 Dispense hearing devices* has been split into 2 distinct units—*HLTAUD012 Prescribe, select and fit hearing devices* and *HLTAUD013 Assist clients with management of hearing devices*—to enable more targeted training and better alignment with workforce roles. The previous training package review had merged 2 separate units (*HLTAU505C Dispense and maintain hearing devices for adults* and *HLTAU507B Apply hearing device technology*) into one, which was not well received by industry. Stakeholders indicated that the merged structure combined clinical and support functions, creating confusion in training, assessment, and role clarity. The revised structure addresses these concerns by clearly separating clinical responsibilities from ongoing client support.

The titles of 2 units have been updated to better reflect their scope and practice. HLTAUD006, recoded to HLTAUD014, was changed from “Remove Cerumen” to “Manage and remove cerumen” to encompass the full range of care including assessment, planning, and technique selection, aligning with contemporary, person-centred clinical practice. HLTAUD002, recoded to HLTAUD009, was renamed from “Conduct play audiometry” to “Conduct audiometric screening for school age children” to clarify the target age group and focus on hearing screening, improving clarity for learners and alignment with current workforce roles and service models.

Overall changes in units of competency

The foundational skills have been incorporated and made implicit throughout the units to support core competency development. Several units have been rephrased and reorganised to enhance clarity and ensure content is accessible and understandable. Updates have been made to keep units current and better aligned with the evolving scope of practice in audiometry.

Skill set

HLTSS00088 Allied Health Assistance - Audiometry Skill Set has superseded *HLTSS00047 Audiometry Skill Set* to provide the essential skills and knowledge for allied health assistants working under the direct, indirect, or remote supervision and delegation of audiologists or audiometrists to assist in audiometry services. It is designed to provide mobility and equip allied health assistants with foundational competencies in conducting audiometric screening and supporting the day-to-day management of hearing devices.

Revised Qualification - HLT47425 Certificate IV in Audiometry

Total number of units = 14

- 10 core units
- 4 elective units, consisting of:
 - 3 units from the electives listed below, at least 1 of these units must be from Group A
 - up to 1 unit from the electives listed below or any endorsed Training Package or accredited course

Elective units must ensure the integrity of the qualification's Australian Qualification Framework (AQF) alignment and contribute to a valid, industry-supported vocational outcome.

Core units	
BSBWHS332X	Apply infection prevention and control procedures to own work activities
CHCCOM005	Communicate and work in health or community services
CHCDIV001	Work with diverse people
CHCEDU008	Share health information
HLTAAP002	Confirm physical health status
HLTAUD007	Conduct basic audiometric testing
HLTAUD008	Conduct audiometric testing
HLTAUD013	Assist client with management of hearing devices
HLTAHA048	Provide allied health assistance in remote or isolated settings
HLTWHS001	Participate in workplace health and safety

Elective units	
Group A: Audiometry units	
HLTAUD009	Conduct audiometric screening for school age children
HLTAUD010	Assess and respond to occupational noise risk
Group B: Other electives	
BSBINS302	Organise workplace information
BSBMKG434	Promote products and services
BSBOPS304	Deliver and monitor a service to customers
BSBPEF402	Develop personal work priorities
BSBSTR401	Promote innovation in a team environment
CHCDIV002	Promote Aboriginal and/or Torres Strait Islander cultural safety
HLTAID011	Provide first aid
HLTINF002	Process reusable medical devices and equipment
BSBXTW301	Work in a team

PSPLAN001	Converse in Auslan at a basic user level
Qualification mapping information	HLT47425 Certificate IV in Audiometry supersedes and is not equivalent to HLT47415 Certificate IV in Audiometry.
Links	https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ced1390f-48d9-4ab0-bd50-b015e5485705

Revised Qualification - HLT57425 Diploma of Audiometry

Total number of units = 17

- 12 core units
- 5 elective units, consisting of:
 - at least 4 units from the electives below, at least 2 of these units must be from Group A
 - up to 1 unit from the electives listed below or any endorsed Training Package or accredited course

Elective units must ensure the integrity of the qualification's Australian Qualification Framework (AQF) alignment and contribute to a valid, industry-supported vocational outcome.

Core units	
BSBWHS332X	Apply infection prevention and control procedures to own work activities
CHCCOM006	Establish and manage client relationships
CHCDIV001	Work with diverse people
CHCEDU008	Share health information
CHCLEG001	Work legally and ethically
HLTAAP002	Confirm physical health status
HLTAUD007	Conduct basic audiometric testing
HLTAUD008	Conduct audiometric testing
HLTAUD011	Develop and implement individual hearing rehabilitation programs
HLTAUD012	Prescribe, select and fit hearing devices
HLTAUD013	Assist client with management of hearing devices
HLTWHS003	Maintain work health and safety

Elective units	
Group A: Audiometry	
HLTADM008	Administer and coordinate telehealth services
HLTAUD009	Conduct audiometric screening for school age children
HLTAUD010	Assess and respond to occupational noise risk
HLTAUD014	Manage and remove cerumen
Group B: Other electives	
BSBINS302	Organise workplace information
BSBLDR301	Support effective workplace relationships
BSBMKG434	Promote products and services
BSBOPS304	Deliver and monitor a service to customers
BSBPEF402	Develop personal work priorities
BSBSTR401	Promote innovation in team environments
CHCCCS038	Facilitate the empowerment of people receiving support
CHCDIV002	Promote Aboriginal and/or Torres Strait Islander cultural safety
CHCPOL003	Research and apply evidence to practice
PSPLAN001	Converse in Auslan at a basic user level
HLTAID011	Provide first aid
Qualification mapping information	HLT57425 Diploma of Audiometry supersedes and is not equivalent to HLT57415 Diploma of Audiometry
Links	https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ced1390f-48d9-4ab0-bd50-b015e5485705

Qualification and Unit updates

Qualification updates

Qualification	Changes	Rationale
HLT47425 Certificate IV in Audiometry	<p>The qualification structure and packaging rules have been updated. Total number of units required to achieve the qualification increased from 11 to 14.</p> <p>The core units have been increased from 8 to 10</p> <ul style="list-style-type: none"> • Elective units have been increased from 3 to 4. Units have been added and removed from the core. Superseded units have been replaced with their current versions in core and elective groups. • HLTINF006 Apply basic principles and practices of infection prevention and control has been replaced with BSBWHS332X Apply infection prevention and control procedures to own work activities 	<p>Drawing on extensive feedback from a diverse range of stakeholder groups - including employers, training providers, audiometrists, audiologists, peak bodies, subject matter experts, and the technical committee - the following strategic changes have been implemented to better align the qualification with current industry demands and professional standards in audiometry:</p> <p>Enhanced focus on core audiometry skills: Core units have been strengthened to deepen the development of essential technical knowledge and practical skills in audiometry. HLTAUD001 Assess hearing has been split into 2 units. Two units have been added in core units, HLTAUD013 Assist client with management of hearing devices and HLTAHA048 Provide allied health assistance in remote or isolated settings. As a result, HLTAID011 Provide First Aid has been reclassified as an elective to ensure the core curriculum remains tightly aligned with discipline-specific competencies.</p> <p>Refined elective structure: The number of elective units has been increased from 3 to 4. This change reinforces the priority placed on specialised audiometry competencies while still allowing flexibility for learners to select non-audiometry units relevant to their employment context.</p> <p>Broader, more relevant elective options: The elective pool has been refined to better reflect diverse workplace settings, ensuring greater alignment with current and emerging job roles within the audiometry industry</p>

	<ul style="list-style-type: none"> HLTAID011 Provide first aid has been moved from the core to the elective group. 	Targeted replacement of health and safety content: HLTINF006 Apply basic principles and practices of infection prevention and control has been replaced with BSBWHS332X Apply infection prevention and control procedures to own work activities, a unit more directly applicable to the workplace health and safety practices specific to audiometry environments.
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Qualification	Changes	Rationale
HLT57425 Diploma of Audiometry	<p>The qualification structure and packaging rules have been updated. Total number of units required to achieve the qualification reduced from 19 to 17.</p> <p>Units have been added and removed from the core. The core units have been increased from 11 to 12.</p> <p>Elective units reduced from 8 to 5. Superseded units have been replaced with their current versions in core and elective groups.</p> <p>Additional units have been added to the elective bank.</p>	<p>Informed by thorough input from various stakeholder groups - such as employers, training providers, audiometrists, audiologists, peak bodies, subject matter experts, and members of the technical committee - the following changes have been implemented to better align the qualification with current industry demands and professional standards in audiometry.</p> <p>Enhanced focus on core audiometry skills: Core units have been strengthened to deepen the development of essential technical knowledge and practical skills in audiometry. As a result, new core units have been added and HLTAID011 Provide First Aid has been moved to the elective bank to ensure the core remains tightly aligned with discipline-specific competencies. Two core units have been split to facilitate targeted learning and distinguish distinct areas of practice.</p> <p>Refined elective structure: The number of elective units has been reduced from 8 to 5. This change reinforces the priority placed on specialised audiometry skills while still allowing flexibility for learners to select non-audiometry units relevant to their employment context.</p>

	<ul style="list-style-type: none"> • HLTINF006 Apply basic principles and practices of infection prevention and control has been replaced with BSBWHS332X Apply infection prevention and control procedures to own work activities • HLTAID011 Provide first aid has been moved from the core to the elective group. 	<p>Broader, more relevant elective options: The elective pool has been refined to better reflect diverse workplace settings, ensuring greater alignment with current and emerging job roles within the audiometry industry. HLTADM008 Administer and coordinate telehealth services has been added to Group A electives as a result of demand for telehealth services in the field of audiometry.</p> <p>Targeted replacement of health and safety content: HLTINF006 Apply basic principles and practices of infection prevention and control has been replaced with BSBWHS332X Apply infection prevention and control procedures to own work activities, a unit more directly applicable to the workplace health and safety practices specific to audiometry environments.</p>
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Unit of Competency updates

Unit	Changes	Rationale
HLTAUD007 Conduct basic audiometric testing	<p>The unit HLTAUD001 Assess hearing has been split into 2 separate units:</p> <p>HLTAUD007 Conduct basic audiometric testing</p> <p>HLTAUD008 Conduct audiometric testing</p>	<p>This change has been implemented to better align with workforce roles, service delivery contexts, and training needs identified through engagement with a broad spectrum of stakeholders including training providers, industry experts and technical committee members.</p> <p>HLTAUD007 Conduct basic audiometric testing is focused on screening for ear health. It is particularly relevant for those who wish to upskill in ear health without needing to assess hearing comprehensively.</p> <p>This split allows for:</p> <ul style="list-style-type: none"> • more targeted learning and assessment aligned to the technical demands of hearing screening and comprehensive audiometric tests

Unit	Changes	Rationale
		<ul style="list-style-type: none"> greater flexibility in training delivery, enabling learners to build core skills before advancing to more complex audiometry testing tasks stronger alignment with workplace roles and expectations, ensuring that skills are developed and demonstrated at appropriate levels of responsibility and complexity improved support for career progression, with HLTAUD007 Conduct basic audiometric testing providing a foundation for entry-level roles, and HLTAUD008 Conduct audiometric testing supporting upskilling for more comprehensive audiometric testing. <p>Importantly, HLTAUD007 has also been incorporated into the HLTSS00088 Allied Health Assistance - Audiometry Skill Set, explicitly recognising its critical role in preparing entry-level workers and establishing clear, progressive career pathways within the audiometry.</p>
	Elements and performance criteria reordered and reworded	Elements and performance criteria have been revised and compacted to enhance clarity, ensure consistency, and more accurately reflect expected workplace tasks and outcomes in context of basic audiometric testing.
	Significant changes to performance evidence requirements leading to specific tasks related to hearing screening and change in frequency	The updated performance evidence requirements reflect a critical update to ensure that learners develop the necessary skills and competencies to meet diverse client needs within hearing screening settings.
		Significant updates to the knowledge evidence strengthen the relevance of the unit by incorporating essential knowledge around context of primary health care settings and introducing basic knowledge of tinnitus. These additions ensure that learners are better equipped to recognise and respond appropriately to common client presentations during basic audiometric testing.

Unit	Changes	Rationale
	Foundation skills added	Foundation skills have been made explicit, enhancing the authenticity, efficiency and relevance of training and assessment, while maintaining the expectation that these vital skills are consistently demonstrated in professional audiometry practice.
	Reference to standards updated throughout the unit	The standards within the unit have been updated to ensure it remains future-proof and adaptable to ongoing developments in the audiometry. These updates support long-term industry alignment and ensure that learners are equipped with skills that remain applicable in a continually evolving professional environment.
HLTAUD008 Conduct audiometric testing	The unit HLTAUD001 Assess hearing has been split into 2 separate units: HLTAUD007 Conduct basic audiometric testing HLTAUD008 Conduct audiometric testing	<p>This change has been made to more closely align with workforce roles, service delivery environments, and training requirements identified through consultation with a diverse group of stakeholders, including training providers, industry experts, and technical committee members.</p> <p>This split allows for:</p> <ul style="list-style-type: none"> • more targeted learning and assessment aligned to the technical demands of hearing screening and comprehensive audiometric tests • greater flexibility in training delivery, enabling learners to build core skills before advancing to more complex audiometry testing tasks • stronger alignment with workplace roles and expectations, ensuring that skills are developed and demonstrated at appropriate levels of responsibility and complexity • improved support for career progression, with HLTAUD007 Conduct basic audiometric testing providing a foundation for entry-level roles, and

Unit	Changes	Rationale
		<p>HLTOPD001BX Conduct audiometric testing supporting upskilling for more comprehensive audiometric testing</p> <ul style="list-style-type: none"> inclusion of HLTAUD007 Conduct audiometric testing in the HLTSS00088 Allied Health Assistance - Audiometry Skill Set <p>HLTAUD008 Conduct audiometric testing supports audiometrists who conduct a broader range of hearing assessments beyond screening. It includes procedures required to assess hearing comprehensively and interpret results within scope. The unit is designed for practitioners who require deeper technical knowledge and skills to perform diagnostic-level testing and contribute to diagnostic or rehabilitative pathways.</p>
	Elements and performance criteria reordered and reworded	Elements and performance criteria have been revised and compacted to enhance clarity, ensure consistency, and more accurately reflect expected workplace tasks and outcomes in context of hearing assessments.
	Significant changes to performance evidence requirements leading to specific tasks related to hearing screening and change in frequency.	The updated performance evidence requirements reflect a critical update to ensure that learners develop the necessary skills and competencies to meet diverse client needs in context of hearing assessments.
	Significant changes to knowledge evidence. Rephrasing and reordering to enhance clarity. Addition of relevant knowledge evidence required like specific disorders and objective tests	Significant updates to the knowledge evidence strengthen the relevance of the unit. These additions ensure that learners are better equipped to recognise and respond appropriately to common client presentations during audiometric assessments.
	Foundation skills added	Foundation skills have been made explicit, enhancing the authenticity, efficiency and relevance of training and assessment, while maintaining the

Unit	Changes	Rationale
		expectation that these vital skills are consistently demonstrated in professional audiometry practice.
	Reference to standards updated throughout the unit	The standards within the unit have been updated to ensure it remains future-proof and adaptable to ongoing developments in the audiometry. These updates support long-term industry alignment and ensure that learners are equipped with skills that remain applicable in a continually evolving professional environment.
HLTAUD009 Conduct audiometric screening for school age children	Unit title of HLTAUD002 Conduct play audiometry updated to HLTAUD009 Conduct audiometric screening for school age children	This change has been made to better reflect the scope of practice and intended outcomes. The new title clearly identifies the target age group and aligns with the primary purpose of the unit—screening for hearing concerns in school-aged children. This change improves clarity for learners and training providers and ensures consistency with current service delivery models and workforce roles.
	Elements and performance criteria reordered for clarity and consistency. Performance criteria deleted.	In response to feedback from key stakeholders – including employers, training providers, audiometrists, audiologists, peak bodies, subject matter experts, and technical committee members - the elements and performance criteria have been thoroughly revised to enhance the clarity, structure, and specificity of task expectations. The refined wording provides greater guidance on the sequencing, scope, and precision of tasks - supporting consistent training delivery, effective assessment, and improved learner outcomes aligned with current industry practices.
	Minor changes in performance evidence requirements including rewording and	To clarify expectations by aligning more closely with the existing performance criteria. Rewording and the addition of critical tasks ensure that the evidence requirements accurately reflect the skills and actions

Unit	Changes	Rationale
	specifying additional critical performance evidence based on performance criteria.	already embedded in the unit, supporting more consistent and valid assessment
	Significant changes to knowledge evidence. Rephrasing and reordering to enhance clarity. Addition of relevant knowledge evidence.	The updated knowledge evidence strengthens the unit by incorporating critical content relevant to practice, including behaviours of children at risk from hearing loss and considerations specific to Aboriginal and/or Torres Strait Islander populations and middle ear disease. These additions support culturally responsive and developmentally appropriate screening practices.
	Foundation skills added	Foundation skills have been made explicit, enhancing the authenticity, efficiency and relevance of training and assessment, while maintaining the expectation that these vital skills are consistently demonstrated in professional audiometry practice.
HLTAUD010 Assess and respond to occupational noise risk	Elements and performance criteria reworded, performance criteria added. One element added.	<p>The elements and performance criteria have been thoroughly revised to enhance the clarity, structure, and specificity of task expectations. The refined wording provides greater guidance on the sequencing, scope, and precision of tasks.</p> <p>As suggested by the technical committee and subject matter experts, an element 'Educate individuals in workplace hearing risks' has been added. Including education on workplace hearing risks enhances the unit by empowering individuals with the knowledge to recognise and mitigate factors that contribute to hearing loss. This addition supports proactive hearing conservation and promotes safer work environments in line with occupational health standards.</p>

Unit	Changes	Rationale
	Significant changes in performance evidence requirements including volume of performance required.	The changes have been made to ensure learners develop sufficient practical skills. These updates also broaden the unit's scope to include providing education to workers, supporting a more comprehensive approach to occupational noise risk management.
	Significant changes to knowledge evidence. Rephrasing and reordering to enhance clarity. Addition of relevant knowledge evidence.	The changes have been made to enhance clarity and ensure alignment with the performance tasks required in the unit. This ensures that the knowledge component directly supports competent and informed practice.
	Foundation skills added	Foundation skills have been made explicit, enhancing the authenticity, efficiency and relevance of training and assessment, while maintaining the expectation that these vital skills are consistently demonstrated in professional audiometry practice.
	Reference to standards updated throughout the unit	The standards within the unit have been updated to ensure it remains future-proof and adaptable to ongoing developments in audiometry. These updates support long-term industry alignment and ensure that learners are equipped with skills that remain applicable in a continually evolving professional environment.
HLTAUD011 Develop and implement individual hearing	Minor changes in performance criteria requirements including rewording and addition of performance criteria based on task requirements	The elements and performance criteria have been reworded to enhance the clarity, structure, and specificity of task expectations.

Unit	Changes	Rationale
rehabilitation programs	Minor changes in performance evidence requirements including rewording to enhance clarity	To clarify expectations by aligning more closely with the existing performance criteria.
	Significant changes to knowledge evidence. Rephrasing and reordering to enhance clarity. Addition of relevant knowledge evidence required to include emerging issues like tinnitus awareness	Based on feedback, these changes have been made to improve clarity and ensure the unit remains current and relevant. These changes support a more comprehensive understanding of hearing health and reflect evolving industry needs and client presentations.
	Foundation skills added	By making foundation skills implicit, it enhances the authenticity, efficiency and relevance of training and assessment, while maintaining the expectation that these vital skills are consistently demonstrated in professional audiometry practice.
HLTAUD012 Prescribe, select and fit hearing devices	<p>The unit HLTAUD005 Dispense hearing devices has been split into two separate units:</p> <p>HLTAUD012 Prescribe, select and fit hearing devices</p> <p>HLTAUD013 Assist clients with management of hearing devices</p>	<p>In response to feedback from stakeholders including peak body members, training providers and technical committee members, indicating that the original unit lacked clarity and combined distinct areas of practice into a single structure, <i>HLTAUD005 Dispense hearing devices</i> has been split into 2 separate units: <i>HLTAUD012 Prescribe, select and fit hearing devices</i> and <i>HLTAUD013 Assist clients with management of hearing devices</i></p> <p>The previous training package review combined 2 distinct units, <i>HLTAU505C Dispense and maintain hearing devices for adults</i> and <i>HLTAU507B Apply hearing device technology</i> into a single unit. However, this merging was not well received by industry, as it conflated separate</p>

Unit	Changes	Rationale
		<p>areas of practice and created challenges in training, assessment, and workforce role differentiation.</p> <p>The current change provides a clearer distinction between clinical responsibilities and client support activities, enabling more targeted training and assessment.</p> <p><i>HLTAUD012 Prescribe, select and fit hearing devices</i> focuses on the clinical knowledge and skills required to assess hearing needs, select appropriate devices, and carry out accurate fitting procedures. It reflects the scope of practice for audiometrists, and other professionals involved in dispensing hearing devices.</p>
	Elements and performance criteria reordered and reworded. New performance criteria added	Elements and performance criteria have been revised and compacted to enhance clarity, and more accurately reflect expected workplace tasks and outcomes in context of dispensing hearing aids.
	Changes to performance evidence requirements. Rephrasing done to clarify the performance required and to align with current industry practices.	The updated performance evidence requirements reflect a critical update to ensure that learners develop the necessary skills and competencies to meet diverse client needs in context of dispensing hearing aids.
	Significant changes to knowledge evidence. Rephrasing and reordering to enhance clarity. Addition of relevant knowledge evidence	The changes have been made to enhance clarity and ensure alignment with the performance tasks required in the unit. This ensures that the knowledge component directly supports competent and informed practice.
	Foundation skills added	Foundation skills have been made explicit, enhancing the authenticity, efficiency and relevance of training and assessment, while maintaining the

Unit	Changes	Rationale
		expectation that these vital skills are consistently demonstrated in professional audiometry practice.
HLTAUD013 Assist clients with management of hearing devices	<p>The unit HLTAUD005 Dispense hearing devices has been split into 2 separate units:</p> <p>HLTAUD012 Prescribe, select and fit hearing devices</p> <p>HLTAUD013 Assist clients with management of hearing devices</p>	<p>In response to stakeholder feedback indicating that the original unit lacked clarity and combined distinct areas of practice into a single structure, HLTAUD005 Dispense hearing devices has been split into 2 separate units. HLTAUD012 Prescribe, select and fit hearing devices and HLTAUD013 Assist clients with management of hearing devices.</p> <p>The previous training package review combined 2 distinct units, HLTAU505C Dispense and maintain hearing devices for adults and HLTAU505B Apply hearing device technology into a single unit. However, this merging was not well received by industry, as it conflated separate areas of practice and created challenges in training, assessment, and workforce role differentiation.</p> <p>The current change provides a clearer distinction between clinical responsibilities and client support activities, enabling more targeted training and assessment.</p> <p>HLTAUD013 Assist clients with management of hearing devices addresses the practical and ongoing support required by clients. It includes skills such as basic maintenance, device troubleshooting, client education, and resolving connectivity issues, which are increasingly common with modern hearing devices that interface with smartphones, apps, and assistive technologies. This unit has wider applicability across roles such as allied health assistants, Aboriginal health workers, and community-based staff,</p>

Unit	Changes	Rationale
		<p>reflecting workforce demand for practical hearing device support in both clinical and community settings.</p> <p>Importantly, this unit has also been incorporated into the <i>HLTSS00088 Allied Health Assistance - Audiometry Skill Set</i>, explicitly recognising its critical role in responding to growing demand for practical hearing support services across community, aged care, and primary health settings. This unit equips allied health assistants with the skills needed to provide day-to-day support to clients using hearing devices, including routine maintenance, basic troubleshooting, client education, and managing connectivity issues associated with modern hearing technologies.</p>
	Elements and performance criteria reordered and reworded. New performance criteria added	Elements and performance criteria have been revised and compacted to enhance clarity, and more accurately reflect expected workplace tasks and outcomes in context of dispensing hearing aids.
	Changes to performance evidence requirements. Rephrasing done to clarify the performance required and to align with current industry practices.	The updated performance evidence requirements reflect a critical update to ensure that learners develop the necessary skills and competencies to meet diverse client needs in context of management of hearing devices.
	Significant changes to knowledge evidence. Rephrasing and reordering to enhance clarity. Addition of relevant knowledge evidence	The changes have been made to enhance clarity and ensure alignment with the performance tasks required in the unit. This ensures that the knowledge component directly supports competent and informed practice.
	Foundation skills added	Foundation skills have been made explicit, enhancing the authenticity, efficiency and relevance of training and assessment, while maintaining the

Unit	Changes	Rationale
		expectation that these vital skills are consistently demonstrated in professional audiometry practice.
HLTAUD014 Manage and remove cerumen	Unit title of HLTAUD006 “Remove Cerumen” updated to HLTAUD014 “Manage and remove cerumen”	Feedback provided from key stakeholders including audiologists, subject matter experts and technical committee members, the title has been updated to better reflect the full scope of practice involved. The revised title acknowledges that effective cerumen care includes not only the physical removal of earwax but also the assessment, planning, monitoring, and selection of appropriate techniques based on client needs. This change aligns the title with contemporary clinical practice and clarifies the broader responsibilities of practitioners in providing safe and person-centred cerumen management.
		The elements and performance criteria have been thoroughly revised and expanded to enhance the clarity, structure, and specificity of task expectations based on scope of practice. The refined wording provides greater guidance on the sequencing, scope, and precision of tasks, supporting consistent training delivery, effective assessment, and improved learner outcomes aligned with current industry practices.
	Minor changes in performance evidence requirements including rewording and specifying additional critical performance evidence based on performance criteria	To clarify expectations by aligning more closely with the existing performance criteria. Rewording and the addition of critical tasks ensure that the evidence requirements accurately reflect the skills and actions already embedded in the unit, supporting more consistent and valid assessment.

Unit	Changes	Rationale
	Significant changes to knowledge evidence. Rephrasing and reordering to enhance clarity. Addition of relevant knowledge evidence	The updated knowledge evidence strengthens the unit by incorporating critical content relevant to practice, including micro-suction technology and equipment. These additions support awareness of emerging industry practices.
	Foundation skills added	Foundation skills have been made explicit, enhancing the authenticity, efficiency and relevance of training and assessment, while maintaining the expectation that these vital skills are consistently demonstrated in professional audiometry practice.

Skill Set updates

Skill Set	Changes	Rationale
The HLTSS00047 Audiometry Skill Set	<p>The HLTSS00047 Audiometry Skill Set has been updated to HLTSS00088 Allied Health Assistance - Audiometry Skill Set with updated and additional units to better align with industry demands and workforce requirements in audiometry support roles.</p> <p>This skill set is for individuals who hold a qualification at certificate IV level in health, community services or a related field, are</p>	<p>This update has been made to support the growing need for skilled allied health assistants who can contribute meaningfully to hearing health services.</p> <p>This skill set equips allied health assistants with the foundational skills and knowledge required to assist with audiometric screening and the day-to-day management of hearing devices, under the direct, indirect or remote supervision of an audiologist or audiometrists.</p>

	working in an allied health assistance role and provide assistance in audiometry.	
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Conclusion

The development of the updated audiometry qualifications, units of competency, and skill sets was grounded in a rigorous and comprehensive research and consultation process. Through extensive desktop research, targeted interviews with employers across various organisation sizes, and collaborative workshops including a virtual functional analysis and multiple face-to-face consultations nationwide, the development team gained valuable insights into the current and emerging needs of the audiometry workforce.

Feedback from industry stakeholders, training providers, practicing audiometrists, employers, and regulatory bodies was carefully reviewed and integrated to ensure the revised training products accurately reflect contemporary industry practices, address identified skill gaps, support evolving workforce roles across diverse settings, and align with scope of practice requirements. This inclusive and evidence-based approach has resulted in qualifications that are better aligned with real-world job demands, clearer in scope and progression pathways, and responsive to the future directions of hearing health care. The final products are positioned to strengthen workforce capability and improve industry outcomes.